

DOT Workforce Demographic Trends -- Fiscal Years '92 to '03

Hires, Separations, and Onboard Strength

Females, Minorities, Employees with Disabilities, and Total DOT

(Permanent Employees)

	Hires			Separations			Onboard End of FY		Difference from Previous FY	
	#	% of Total Hires	Hire Rate	#	% of Total Seps	Attrition Rate	#	%	#	%
Females										
FY 1992	1510	39.4%	8.4%	1117	31.3%	6.2%	18076	26.4%		
FY 1993	771	46.0%	4.3%	954	31.3%	5.3%	18290	26.9%	214	1.2%
FY 1994	298	39.0%	1.6%	1486	30.1%	8.1%	17181	26.8%	-1109	-6.1%
FY 1995	583	32.1%	3.4%	955	28.8%	5.6%	16882	26.9%	-299	-1.7%
FY 1996	676	32.0%	4.0%	907	31.1%	5.4%	16803	26.9%	-79	-0.5%
FY 1997	1097	33.2%	6.5%	929	32.9%	5.5%	17095	27.1%	292	1.7%
FY 1998	1000	30.6%	5.8%	895	32.0%	5.2%	17328	27.2%	233	1.4%
FY 1999	701	38.2%	4.0%	875	32.2%	5.0%	17244	27.3%	-84	-0.5%
FY 2000	753	34.4%	4.4%	934	32.4%	5.4%	17137	27.4%	-107	-0.6%
FY 2001	1414	32.4%	8.3%	1499	54.2%	8.7%	17810	27.6%	673	3.9%
FY 2002	11212	28.8%	63.0%	832	27.9%	4.7%	28465	28.2%	10655	59.8%
FY 2003	628	28.9%	2.2%	1026	29.8%	3.6%	15346	26.5%	-13119	-46.1%
Average for Period	1720	35.1%	10.3%	1034	33.1%	5.9%	18138	27.1%		

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Hires, Separations, and Onboard Strength

Males

(Permanent Employees)

	Hires			Separations			Onboard End of FY		Difference from Previous FY	
	#	% of Total Hires	Hire Rate	#	% of Total Seps	Attrition Rate	#	%	#	%
Males										
FY 1992	2326	60.6%	4.6%	2451	68.7%	4.9%	50498	73.6%		
FY 1993	906	54.0%	1.8%	2098	68.7%	4.2%	49765	73.1%	-733	-1.5%
FY 1994	467	61.0%	0.9%	3444	69.9%	6.9%	46958	73.2%	-2807	-5.6%
FY 1995	1232	67.9%	2.6%	2359	71.2%	5.0%	45907	73.1%	-1051	-2.2%
FY 1996	1438	68.0%	3.1%	2012	68.9%	4.4%	45642	73.1%	-265	-0.6%
FY 1997	2210	66.8%	4.8%	1899	67.1%	4.2%	46089	72.9%	447	1.0%
FY 1998	2268	69.4%	4.9%	1901	68.0%	4.1%	46477	72.8%	388	0.8%
FY 1999	1132	61.8%	2.4%	1842	67.8%	4.0%	45852	72.7%	-625	-1.3%
FY 2000	1436	65.6%	3.1%	1948	67.6%	4.2%	45429	72.6%	-423	-0.9%
FY 2001	2949	67.6%	6.5%	1265	45.8%	2.8%	46662	72.4%	1233	2.7%
FY 2002	27712	71.2%	59.4%	2145	72.1%	4.6%	72571	71.8%	25909	55.5%
FY 2003	1542	71.1%	2.1%	2418	70.2%	3.3%	42636	73.5%	-29935	-41.2%
Average for Period	4007	64.9%	8.6%	2124	66.9%	4.5%	49259	72.9%		

DOT Workforce Demographic Trends -- Fiscal Years '92 to '03

Hires, Separations, and Onboard Strength

Minorities

(Permanent Employees)

	Hires			Separations			Onboard End of FY		Difference from Previous FY	
	#	% of Total Hires	Hire Rate	#	% of Total Seps	Attrition Rate	#	%	#	%
Minorities										
FY 1992	697	18.2%	5.4%	764	21.4%	6.0%	12805	18.7%		
FY 1993	309	18.4%	2.4%	620	20.3%	4.8%	12969	19.1%	164	1.3%
FY 1994	151	19.7%	1.2%	899	18.2%	6.9%	12424	19.4%	-545	-4.2%
FY 1995	280	15.4%	2.3%	658	19.9%	5.3%	12281	19.6%	-143	-1.2%
FY 1996	367	17.4%	3.0%	611	20.9%	5.0%	12330	19.7%	49	0.4%
FY 1997	404	12.2%	3.3%	568	20.1%	4.6%	12550	19.9%	220	1.8%
FY 1998	408	12.5%	3.3%	579	20.7%	4.6%	12692	19.9%	142	1.1%
FY 1999	327	17.8%	2.6%	551	20.3%	4.3%	12747	20.2%	55	0.4%
FY 2000	357	16.3%	2.8%	583	20.2%	4.6%	12809	20.5%	62	0.5%
FY 2001	840	19.3%	6.6%	579	20.9%	4.5%	13502	20.9%	693	5.4%
FY 2002	12754	32.8%	94.5%	652	21.9%	4.8%	26088	25.8%	12586	93.2%
FY 2003	376	17.3%	1.4%	775	22.5%	3.0%	12370	21.3%	-13718	-52.6%
Average for Period	1439	18.2%	11.6%	653	20.4%	5.0%	13797	20.3%		

DOT Workforce Demographic Trends -- Fiscal Years '92 to '03

Hires, Separations, and Onboard Strength

Employees with Disabilities

(Permanent Employees)

Employees with Disabilities	Hires			Separations			Onboard End of FY		Difference from Previous FY	
	#	% of Total Hires	Hire Rate	#	% of Total Seps	Attrition Rate	#	%	#	%
FY 1992	99	2.6%	2.7%	159	4.5%	4.3%	3705	5.4%		
FY 1993	78	4.7%	2.1%	260	8.5%	7.0%	3646	5.4%	-59	-1.6%
FY 1994	43	5.6%	1.2%	434	8.8%	11.9%	3285	5.1%	-361	-9.9%
FY 1995	67	3.7%	2.0%	330	10.0%	10.0%	3093	4.9%	-192	-5.8%
FY 1996	98	4.6%	3.2%	226	7.7%	7.3%	3025	4.8%	-68	-2.2%
FY 1997	117	3.5%	3.9%	209	7.4%	6.9%	3080	4.9%	55	1.8%
FY 1998	101	3.1%	3.3%	200	7.2%	6.5%	3046	4.8%	-34	-1.1%
FY 1999	55	3.0%	1.8%	190	7.0%	6.2%	3006	4.8%	-40	-1.3%
FY 2000	101	4.6%	3.4%	225	7.8%	7.5%	2966	4.7%	-40	-1.3%
FY 2001	185	4.2%	6.2%	212	7.7%	7.1%	3140	4.9%	174	5.9%
FY 2002	2046	5.3%	65.2%	235	7.9%	7.5%	5112	5.1%	1972	62.8%
FY 2003	85	3.9%	1.7%	229	6.6%	4.5%	2841	4.9%	-2271	-44.4%
Total for Period	3075			2909						
Average for Period	256	4.1%	8.6%	242	7.7%	7.5%	3329	5.0%		

DOT Workforce Demographic Trends -- Fiscal Years '92 to '03

Hires, Separations, and Onboard Strength

Total DOT

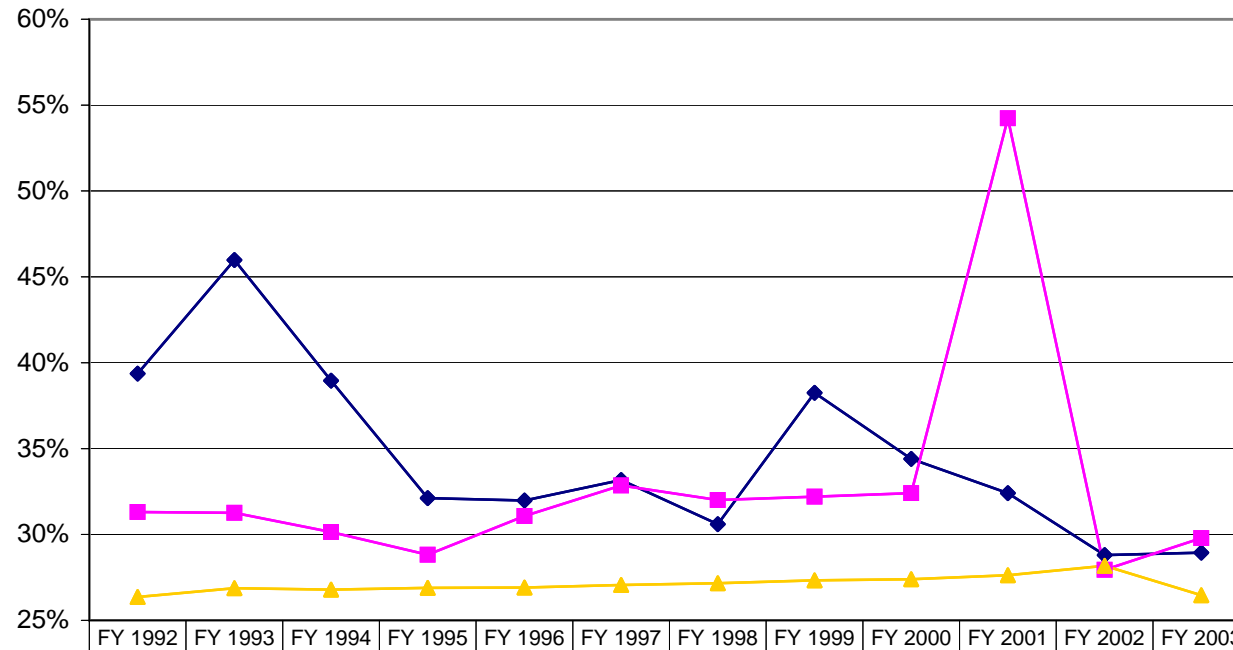
(Permanent Employees)

	Hires			Separations			Onboard End of FY		Difference from Previous FY	
	#	% of Total Hires	Hire Rate	#	% of Total Seps	Attrition Rate	#	%	#	%
Total DOT										
FY 1992	3836	100.0	5.6%	3568	100.0	5.2%	68574	100.0		
FY 1993	1677	100.0	2.4%	3052	100.0	4.5%	68055	100.0	-519	-0.8%
FY 1994	765	100.0	1.1%	4930	100.0	7.2%	64139	100.0	-3916	-5.8%
FY 1995	1815	100.0	2.8%	3314	100.0	5.2%	62789	100.0	-1350	-2.1%
FY 1996	2114	100.0	3.4%	2919	100.0	4.6%	62445	100.0	-344	-0.5%
FY 1997	3307	100.0	5.3%	2828	100.0	4.5%	63184	100.0	739	1.2%
FY 1998	3268	100.0	5.2%	2796	100.0	4.4%	63805	100.0	621	1.0%
FY 1999	1833	100.0	2.9%	2717	100.0	4.3%	63096	100.0	-709	-1.1%
FY 2000	2189	100.0	3.5%	2882	100.0	4.6%	62566	100.0	-530	-0.8%
FY 2001	4363	100.0	7.0%	2764	100.0	4.4%	64472	100.0	1906	3.0%
FY 2002	38924	100.0	60.4%	2977	100.0	4.6%	101036	100.0	36564	56.7%
FY 2003	2170	100.0	2.1%	3444	100.0	3.4%	57982	100.0	-43054	-42.6%
Total for Period	66261			38191						
Average for Period	5522	100.0	9.0%	3183	100.0	4.9%	66845	100.0		

DOT Female Hires, Separations and Onboard Strength

Permanent Employees

FY92-FY03

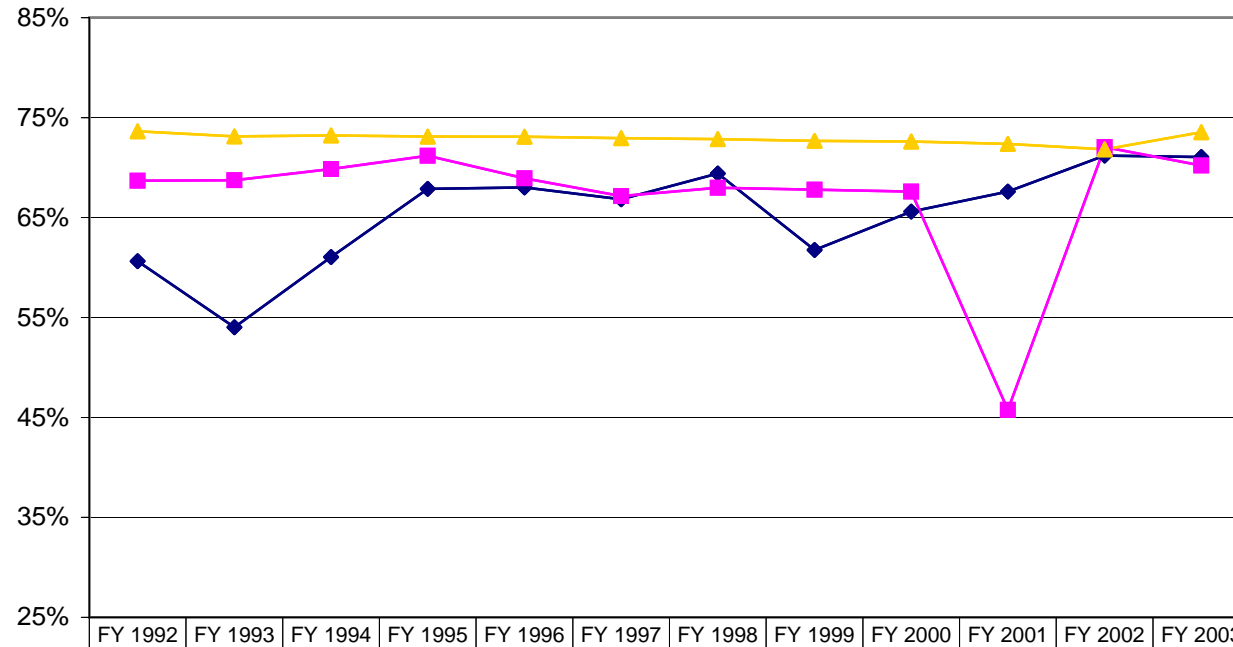


	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
◆ Hires, As % of DOT Hires	39.4%	46.0%	39.0%	32.1%	32.0%	33.2%	30.6%	38.2%	34.4%	32.4%	28.8%	28.9%
■ Losses, As % of DOT Losses	31.3%	31.3%	30.1%	28.8%	31.1%	32.9%	32.0%	32.2%	32.4%	54.2%	27.9%	29.8%
▲ Onboard, As % of DOT Onboard	26.4%	26.9%	26.8%	26.9%	26.9%	27.1%	27.2%	27.3%	27.4%	27.6%	28.2%	26.5%

DOT Male Hires, Separations and Onboard Strength

Permanent Employees

FY92-FY03

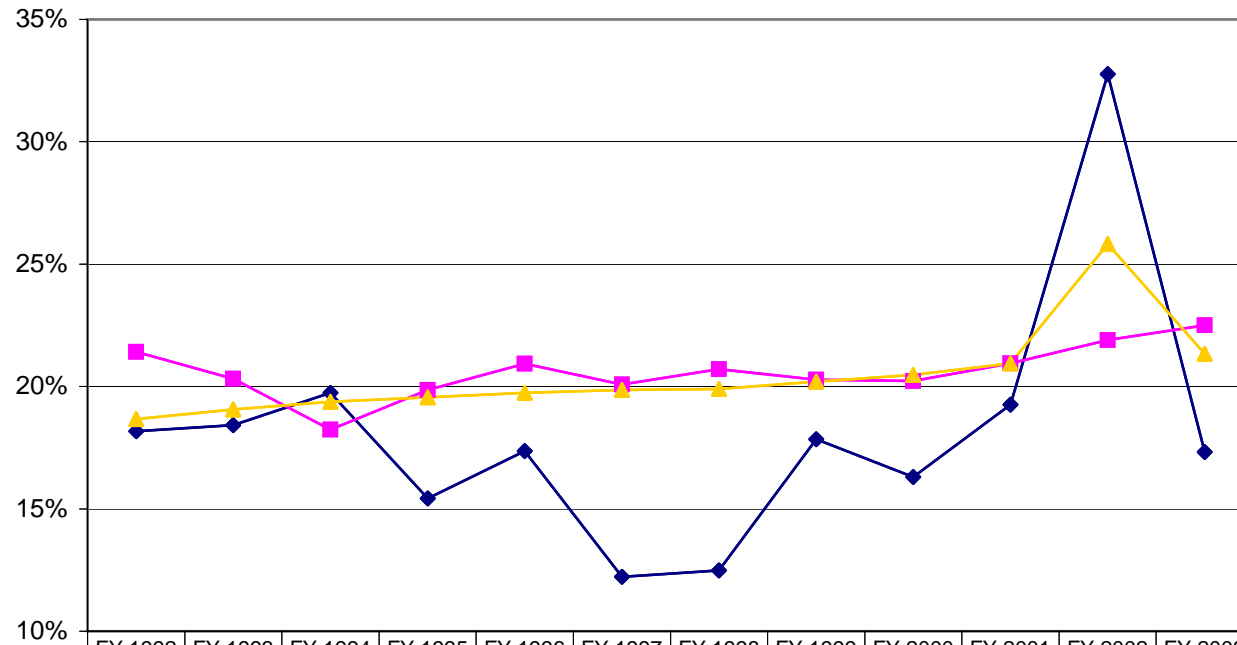


	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
◆ Hires, As % of DOT Hires	60.6%	54.0%	61.0%	67.9%	68.0%	66.8%	69.4%	61.8%	65.6%	67.6%	71.2%	71.1%
■ Losses, As % of DOT Losses	68.7%	68.7%	69.9%	71.2%	68.9%	67.1%	68.0%	67.8%	67.6%	45.8%	72.1%	70.2%
▲ Onboard, As % of DOT Onboard	73.6%	73.1%	73.2%	73.1%	73.1%	72.9%	72.8%	72.7%	72.6%	72.4%	71.8%	73.5%

DOT Minority Hires, Separations and Onboard Strength

Permanent Employees

FY92-FY03

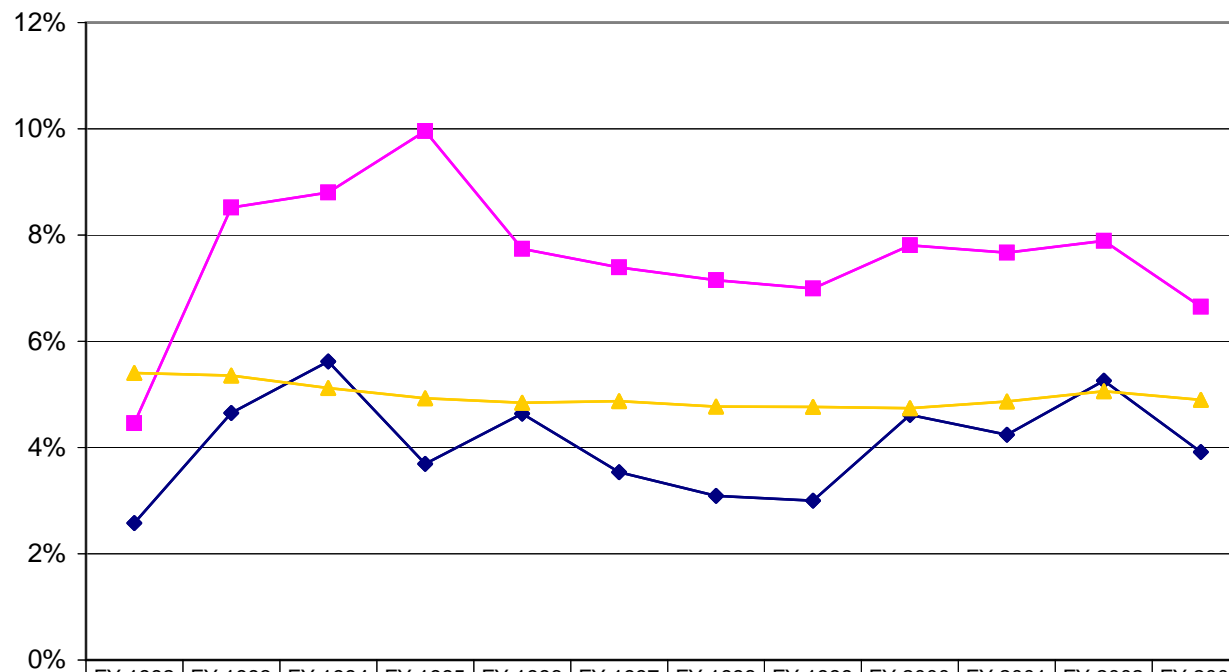


	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
◆ Hires, As % of DOT Hires	18.2%	18.4%	19.7%	15.4%	17.4%	12.2%	12.5%	17.8%	16.3%	19.3%	32.8%	17.3%
■ Losses, As % of DOT Losses	21.4%	20.3%	18.2%	19.9%	20.9%	20.1%	20.7%	20.3%	20.2%	20.9%	21.9%	22.5%
▲ Onboard, As % of DOT Onboard	18.7%	19.1%	19.4%	19.6%	19.7%	19.9%	19.9%	20.2%	20.5%	20.9%	25.8%	21.3%

DOT Hires, Separations and Onboard Strength of People with Disabilities

Permanent Employees

FY92-FY03



	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
◆ Hires, As % of DOT Hires	2.6%	4.7%	5.6%	3.7%	4.6%	3.5%	3.1%	3.0%	4.6%	4.2%	5.3%	3.9%
■ Losses, As % of DOT Losses	4.5%	8.5%	8.8%	10.0%	7.7%	7.4%	7.2%	7.0%	7.8%	7.7%	7.9%	6.6%
▲ Onboard, As % of DOT Onboard	5.4%	5.4%	5.1%	4.9%	4.8%	4.9%	4.8%	4.8%	4.7%	4.9%	5.1%	4.9%